




# District Improvement Plan End-of-Year Summative Review

June 26, 2023

# 2022-2023 District Improvement Plan



## Core Beliefs


Kids come first.  
Continuous learning is essential to prepare for college and career opportunities.  
Each student's success is the shared responsibility of students, families, schools, and communities.  
Learning is influenced by environment.

## Vision

Northwest ISD empowers learners and leaders to positively impact the world.

## Mission


Northwest ISD, in collaboration with students, families, communities, and global partners, will engage in a culture of learning that prepares all students to confidently navigate their future.



## Strategic Goals

- 1 Students will achieve success through meaningful learning experiences, innovative pathways, and personalized opportunities.
- 2 Northwest ISD will recruit, value, and retain an exceptional staff to create a rewarding learning environment.
- 3 environment ... stakeholders are engaged in the transformational work of the NISD family.

Northwest Independent School District  
District Improvement Plan  
2022-2023



Northwest Independent School District  
Generated by PlanLearning.com

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District #061911  
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- Based on the 2018-2022 Strategic Framework
- Approved October 17, 2022


# Strategic Planning Schedule

2022-2023 Date	Description	Responsibility	Complete
May 17	DEIC - End of Year DIP Review and Needs Assessment	DEIC	√
July 1	Team of 8 Training	Dr. Hicks	√
July 19 & 20	Leadership Academy	Staff	√
September 13	DEIC Meeting – DIP Introduction	DEIC	√
September 23	DEIC – DIP Vote / Approval	DEIC	√
September 26	2022-2023 DIP Board Review	Dr. Griffin	√
October 7	Deadline to Submit CIPs and Department Action Plans	Staff	√
October 17	2022-2023 DIP Board Action	Dr. Griffin	√
October 17	2022-2023 CIPs Board Review	Dr. Griffin	√
November 14	DIP Formative Review	Executive Cabinet	√
November 14	2022-2023 CIPs Board Action	Dr. Griffin	√
November 14	Strategic Framework Board Action	Dr. Griffin	√
January 17 & 23	DIP Formative Review	Executive Cabinet	√
February 13	2022-2023 DIP Mid-Year Summary Report to the Board	Dr. Griffin	√
March 20 & 27	DIP Formative Review	Executive Cabinet	√
May 16	DEIC - End of Year DIP Review and Needs Assessment	DEIC	√
June 12	2022-2023 DIP Summative Review	Executive Cabinet	√
June 26	2022-2023 DIP Summary Report to the Board	Dr. Griffin	

# Goal One

Students will achieve success through meaningful learning experiences, innovative pathways, and personalized opportunities.

**Significant Progress Made Towards Meeting All Performance Objectives**



## Core Beliefs

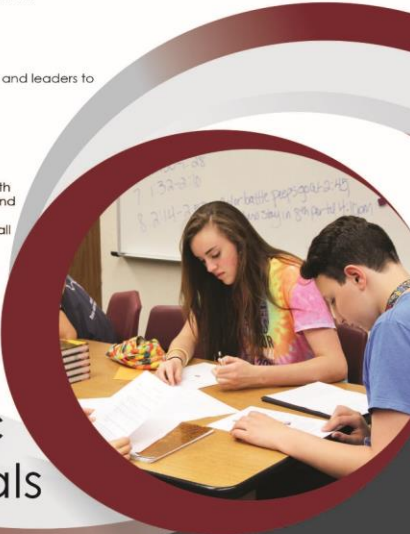
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# End-of-Year Summative Review

## Goal 1 Highlights

### Literacy

Areas of targeted focus:

- Targeted literacy strategies added to curriculum documents in all content areas to promote reading, writing, listening, and speaking with content specific vocabulary and skills.
- Embedded constructed response opportunities in ELA Curriculum-Based Assessments.
- Implemented Multi-Tier System of Support (MTSS) framework to meet the needs of the 'whole child' through academic, behavior, and mental health support.
- Aligned Learning Teams, Principal PLCs, and Quarterly Data Reviews to target learning gaps and make adjustments to instruction.



# End-of-Year Summative Review

# Goal 1 Highlights

## Academic Progress

Areas of targeted focus:

- Adjustments made to math curriculum to include a focus on habits of mind and literacy skills related to mathematical thinking and reasoning.
- Revised curriculum and assessments in all content areas to include a variety of question types to support rigorous learning.
- Supported teachers through targeted professional learning opportunities aligned with the NISD Instructional Framework.



# End-of-Year Summative Review

# Goal 1 Highlights

## College, Career, Military and Life Readiness

Areas of targeted focus:

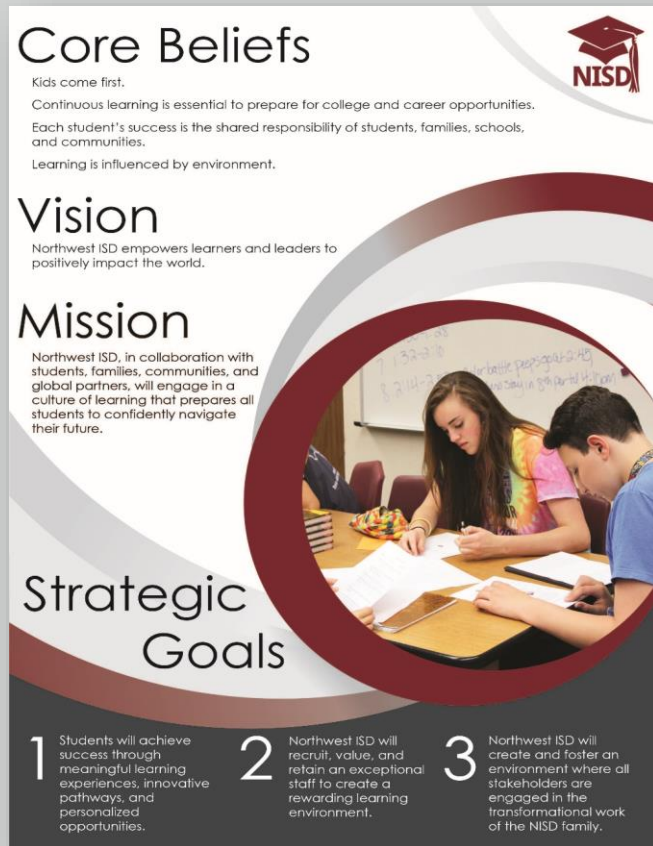
- Increased rigor in CTE and CCMR classes through curriculum writing cycle, emphasizing application of skills in real-life situations.
- Developed and implemented weekly lessons during Advisory class at each high school to support the whole child.
- Supported teachers in effective Tier 1 classroom management strategies through the use of Behavior Interventions.
- Increased access to college credit-bearing programs and resources through ongoing support for dual credit, Advanced Placement, and OnRamps enrollment at all high schools.



# Goal Two

Northwest ISD will recruit, value, and retain an exceptional staff to create a rewarding learning environment.

**Significant Progress Made Towards Meeting  
All Performance Objectives**



The graphic features a central circular image of students working at a table. The text is arranged around this central image. At the top right is the Northwest ISD logo, which includes a graduation cap and the acronym 'NISD'. The text is organized into sections: 'Core Beliefs' with four bullet points, 'Vision' with one sentence, 'Mission' with one paragraph, 'Strategic Goals' with three numbered points, and a 'Strategic Goals' section at the bottom with three numbered points.

## Core Beliefs

- Kids come first.
- Continuous learning is essential to prepare for college and career opportunities.
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# End-of-Year Summative Review Goal 2 Highlights

## Employee Recruitment and Retention

Areas of targeted focus:

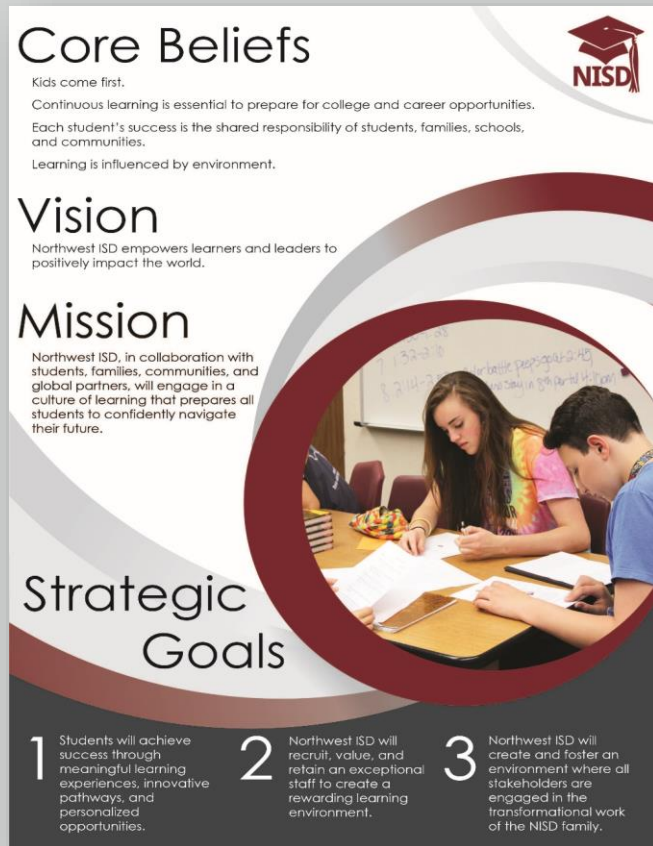
- Implemented “Grow Our Home” program.
- Completed a comprehensive compensation and staffing audit.
- Utilized Teacher Support Specialists to provide targeted support for all new teachers to NISD.
- Provided differentiated professional learning based on teacher needs and revised mentorship program for new teachers and staff based on years of experience.
- Designed and implemented new Leadership Pathways course across multiple departments to enhance leadership capacity in 5 various pathways.



# Goal Three

Northwest ISD will create and foster an environment where all stakeholders are engaged in the transformational work of the NISD family.

**Significant Progress Made Towards Meeting All Performance Objectives**



The graphic features a central circular image of students working at a table. The text is arranged around this image, with 'Core Beliefs' at the top, 'Vision' and 'Mission' on the left, and 'Strategic Goals' at the bottom. The NISD logo is in the top right corner.

**Core Beliefs**  
Kids come first.  
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# End-of-Year Summative Review

# Goal 3 Highlights

## Financial Reform

Areas of targeted focus:

- Created and maintained a strategic budget analysis schedule and process to help monitor district finances and provide continued transparency.
- Developed and maintained an efficient debt issuance structure to support bond programs' capital needs.



# End-of-Year Summative Review

# Goal 3 Highlights

## Safety and Security

Areas of targeted focus:

- Provided training for Safe and Supportive School teams, including the use of Navigate 360 Threat Assessment tool.
- Provided modeling and support for all staff with safety trainings.
- Established a door audit process with weekly door checks and monthly audits from Region XI.



# End-of-Year Summative Review

# Goal 3 Highlights

## Fast Growth Planning

Areas of targeted focus:

- Long Range Planning Committee worked diligently to recommend a bond package to the Board. Bond election was successful on all 3 proposals.
- Finalized the construction of 5 new campuses to open in August 2023.
- Conducted a family survey to get feedback from parents and guardians.
- Implemented ParentSquare for enhanced parent and staff communication.





# Questions?

